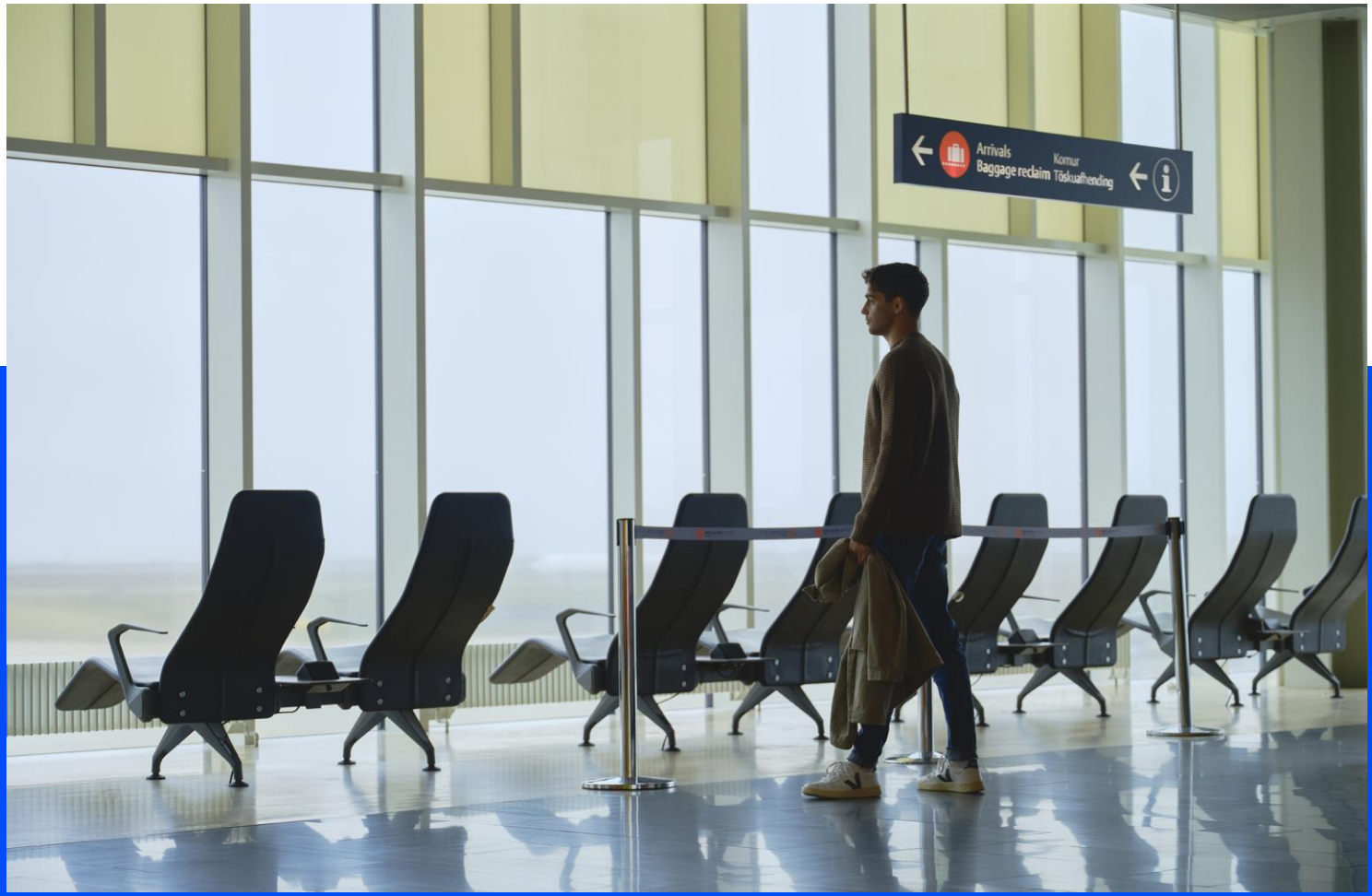
Occupational Safety and Health Policy



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1. Purpose and scope

The policy on occupational safety and health applies to the entire operation of the company. Its employees and Board of Directors shall respect it in all their work for the company. The occupational safety and health policy is based on the values and strategy of Isavia and fulfils requirements made by laws and regulations.

2. Policy

Isavia undertakes to be a role model in safety, health and occupational issues by promoting a safe and healthy work environment for those who work in and visit the operating units of the company.

3. Objectives

Isavia works actively and consistently towards:

- Promoting a culture where each employee is responsible for his/her own safety, is a spokesperson for the increased safety of others and seeks to find, assess and manage risks in the working environment.
- Ensuring that facilities and hygiene in the workplace promote good health, the wellbeing of employees and accident-free operations.
- Regarding legal requirements as minimum criteria and imposing stricter requirements where needed.
- Engaging in continuous improvements in issues that relate to occupational safety and health.
- Strengthening employee knowledge of issues that relate to occupational safety and health.
- Encouraging and supporting employees to adopt healthy lifestyles.

4. Other

The policy shall be presented to employees and be accessible on the company's websites.

This policy has entered into force and the directors are responsible for its enforcement.

Approved by the Managing Director on 1. December 2021.


KEF